



**Town of Stow
POLICE DEPARTMENT**

305 Great Road
Stow, Massachusetts 01775

(978) 897-4545
FAX (978) 897-3692

Michael Sallese
Chief of Police

**STOW POLICE DEPARTMENT
DISPATCHER SELECTION DISQUALIFIER
CRITERIA**

- 1) The following elements in a Dispatcher applicant's background, discovered by interview or investigation, will result in the rejection of the applicant:
 - a) Conviction of a felony in Massachusetts or any other state.
 - b) Conviction of an offense involving moral turpitude.
 - c) Conviction of any offense involving the unlawful use, sale, manufacture, production or possession of a controlled substance.
 - d) Conviction of any offense involving the unlawful use, sale, manufacture, production or possession of prescription drugs.
 - e) Conviction of any Operating Under the Influence offense.
 - f) Has criminal proceeding pending or is under investigation for a crime.
 - g) Has a documented history of physical violence, or has been convicted of a crime involving domestic violence or violation of a protective order.
 - h) Any violation of public trust while previously employed in law enforcement or other public service, including military service.
 - i) A recent or current affiliation with, and/or support of, any organization or group which advocates the violent overthrow of the governments of Massachusetts or the United States, or whose professed goals are contrary to the interest of public safety and welfare.
 - j) Any illegal use of a State controlled substance within the listed time limits preceding the date of application:

- 1) All others (except those noted below) 5 years
 - 2) Hallucinogens or experimental drugs Never in life
- k) A history of alcohol or controlled substance abuse which has hampered job performance at any time during the five years immediately preceding the date of application.
 - l) Evidence that the applicant has willfully provided false or misleading information during the application process, in his/her written application or personal history statement, or has cheated during any testing in the application process.
 - m) Any conclusion by an oral interview panel that the applicant is unsuited for dispatch work.
 - n) Discharge from any branch of the United States Armed Forces for Dishonorable conditions.
 - o) A conclusion by any physician, psychiatrist or psychologist which questions the applicant's suitability to perform the duties of a dispatcher.
 - p) Omitting any requested or required information at any stage of the application process.
- 2) The following elements in a Dispatcher applicant's background, discovered by interview or investigation will be considered on a case-by-case basis and may serve as a basis for the applicant's rejection but are not an automatic rejection:
- a) Conviction of a misdemeanor of such nature and gravity that would deem the applicant as unsuitable for dispatch work.
 - b) A significant number of misdemeanor charges or convictions.
 - c) Conviction of an offense resulting in incarceration.
 - d) Has had a suspended or revoked driver's license within the last 3 years or has had more than two suspensions or revocations.
 - e) Three or more moving traffic violations during the 3 years preceding the application date.
 - f) Documented cases of instability or violent, uncontrolled behavior.
 - g) Verification that the applicant is unreliable, immature, irresponsible, has showed poor judgment or has exhibited a disregard for the law.
 - h) Fraudulent use of unemployment or sick leave benefits in the past 10 years.
 - i) Excessive use of sick leave.

- j) Prior termination from a law enforcement or other public safety agency.
- k) Unfavorable recommendations from past or present employers, references, creditors or landlords.
- l) A demonstrated lack of financial responsibility.
- m) A history of sporadic or inconsistent employment.
- n) Any other factor, or combination of factors, which would limit or prohibit the applicant from functioning successfully as a member of the Stow Police Department.